

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON
PORTLAND DIVISION

KELLY CAHILL, SARA JOHNSTON,) Case No.
LINDSAY ELIZABETH, and HEATHER) 3:18-cv-01477-JR
HENDER, individually and on)
behalf of others similarly)
situated,)
)
Plaintiff,)
)
vs.)
)
NIKE, INC., an Oregon)
Corporation,)
)
Defendants.)

VIDEO-RECORDED VIDEOCONFERENCE
DEPOSITION OF SAMANTHA PHILLIPS
Tuesday, December 1, 2020
Volume I

Reported by:
ROCHELLE HOLMES
CSR No. 9482
Job No. 4347573
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18 (Appearing via videoconference.)

19
20
21
22 VIDEOGRAPHER: SHAWNA HYNES

23 (Appearing via videoconference.)

24
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1 there were false allegations of things that he was
2 making statements that he had said. He had asked --
3 asked me and made claims that were -- were false.

4 Q Do you remember what any of those false
5 allegations were? 03:22PM

6 A No, not off the top of my head.

7 Q What -- did you call ER or did you email ER?

8 A I called.

9 Q And what was your conversation with ER?

10 A Providing them with what was happening, asking 03:22PM
11 for guidance, how to work through this. I believe there
12 were -- I know that -- that -- I was trying to do
13 everything possible to make sure that I was executing
14 well against my job.

15 Q Do you recall what ER -- did ER advise you to 03:23PM
16 do anything when you called?

17 A They asked me a bunch of questions, they said
18 that they were going to do something. I don't know if
19 they did it.

20 Q Do you recall who you spoke to in ER? 03:23PM

21 A No, I don't remember.

22 Q Do you know what a 360 assessment is?

23 A I do.

24 Q What is a 360 assessment?

25 A A 360 assessment is -- it's a -- it's a 03:23PM

1 Q And Ms. Pinkney provided more feedback than
2 Mr. Thornley?

3 A Yes.

4 Q Is there anything else that was different
5 about the two of them that you haven't already 06:21PM
6 mentioned?

7 A I can't think of anything.

8 Q You didn't work with any of the named
9 plaintiffs in this case, did you?

10 MS. SUN: Objection; asked and answered. 06:21PM

11 THE WITNESS: No.

12 Q BY MS. JACKSON: And you didn't work with any
13 of the opt-in plaintiffs, other opt-in plaintiffs in
14 this case, did you?

15 MS. SUN: Objection; asked and answered. 06:21PM

16 THE WITNESS: No, not to my knowledge.

17 Q BY MS. JACKSON: Do you know anything about
18 how any of those women were evaluated at Nike?

19 MS. SUN: Objection; vague and ambiguous.

20 THE WITNESS: No, I don't know. 06:22PM

21 Q BY MS. JACKSON: Do you have any idea how
22 those women's pay was calculated at Nike?

23 MS. SUN: Objection; vague and ambiguous.

24 THE WITNESS: I have no idea.

25 Q BY MS. JACKSON: Did any women that you worked 06:22PM

1 with ever complain of gender discrimination at Nike?

2 MS. SUN: Objection; compound.

3 THE WITNESS: There were women who complained
4 about the strip clubs.

5 Q BY MS. JACKSON: And who are those women? 06:22PM

6 A They were other women in information security.

7 Q Do you recall their names?

8 A [REDACTED]

9 Q What were their complaints about the strip
10 club? 06:23PM

11 A It's a bit inappropriate to go to a strip club
12 for lunch. It's a bit inappropriate to take vendors to
13 strip clubs or have vendors take you to strip clubs.

14 Q Were those women being taken to strip clubs,
15 to your knowledge? 06:24PM

16 A I don't know.

17 Q Who was taking people to strip clubs for
18 lunch?

19 A [REDACTED]. Or he was being taken by vendors.

20 Q Do you know what vendors were taking [REDACTED] to 06:24PM
21 strip clubs?

22 A Not directly.

23 Q Do you know whom [REDACTED] would take with him to
24 strip clubs for lunch?

25 A Not directly. 06:24PM

1 Q Have you heard thirdhand as to whom he was
2 taking to strip clubs for lunch or secondhand?

3 A Just offhand, you know, his direct reports. I
4 think there was some receipts because it was on Nike's
5 dollars in some of these instances. 06:25PM

6 Q Did you ever see the receipts?

7 A No.

8 Q Do you know which direct reports of his
9 attended strip club lunches?

10 A I had heard [REDACTED] I had heard [REDACTED]. I don't 06:25PM
11 know.

12 Q But you don't know for sure who attended?

13 A I do not know. But it seemed to be pretty
14 common.

15 Q Why -- why do you think it was common? 06:25PM

16 A There was a really good friend of [REDACTED]'s
17 who was a vendor. And I believe [REDACTED] has -- he had an
18 affair with her.

19 Q [REDACTED] had an affair with [REDACTED]'s friend?

20 A Who was a vendor. 06:26PM

21 Q What -- I think I'm missing the connection to
22 the strip club, what does -- how does that connect to
23 the strip club?

24 A There was some strip club attendance there.

25 Q [REDACTED] and the vendor went to the strip club 06:26PM

1 together?

2 A That is what I heard.

3 Q Do you have any firsthand knowledge about
4 people attending -- people at Nike attending strip
5 clubs?

06:26PM

6 A Nope. And I'm glad I don't.

7 MS. SUN: Objection; asked and answered.

8 Q BY MS. JACKSON: Do you -- can you think of
9 any other -- or were there any other instances where any
10 other women reported discrimination at Nike, gender
11 discrimination at Nike?

06:26PM

12 A No. There was a sexual harassment issue where
13 the [REDACTED] and the [REDACTED] were let go because of some
14 stuff around that.

15 Q Who was the [REDACTED]?

06:27PM

16 A [REDACTED] something.

17 Q And who was the former [REDACTED]?

18 A [REDACTED]. [REDACTED] something.

19 Q And what was --

20 A And -- and [REDACTED] was a recipient of it.

06:27PM

21 Q And how are you -- how did you become aware of
22 that?

23 A Because some of my peers told me about it and
24 [REDACTED] alluded to some stuff.

25 Q How did [REDACTED] allude to some stuff?

06:27PM

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1 A Just that there was a lot of bad conduct.

2 Q ████ told you that there was bad conduct?

3 A That there was a lot of trouble with previous
4 conduct.

5 Q Do you know that █████ was -- let me back 06:28PM
6 up.

7 ████ left the company?

8 A He wasn't there when I got there.

9 Q So this happened before -- the alleged sexual
10 harassment happened before you got to Nike? 06:28PM

11 A It -- it -- it was happening about the time
12 that I was coming in. Because when I first started
13 talking to █████ █████ was the █████ And I had
14 known of █████ when he was at MasterCard and I was at
15 Visa -- or through eBay or some such. We had a 06:28PM
16 connection in the information security. And then all of
17 a sudden he was no longer there and Ryan was the acting
18 ████. And so then I was interviewing with Ryan rather
19 than █████.

20 Q But was █████ -- you said █████ wasn't 06:29PM
21 there when you arrived at Nike?

22 A He was no longer the █████ when I arrived.

23 Q And do you know if he left voluntarily?

24 A I don't know.

25 Q And do you know if █████ left Nike voluntarily? 06:29PM

1 A I don't know. I was told no.

2 Q But you don't -- you don't know?

3 A Nope.

4 Q Are there -- are you aware of any other

5 reports of gender discrimination at Nike? 06:30PM

6 MS. SUN: Objection; vague and ambiguous.

7 THE WITNESS: I don't know.

8 Q BY MS. JACKSON: Do you have any knowledge as
9 to any of your peers' CFE ratings?

10 A I did. I don't remember exactly what it was, 06:30PM
11 though.

12 Q Do you remember who it was?

13 A No.

14 Q Do you have any knowledge as to any of your
15 peers' salaries? 06:31PM

16 MS. SUN: Objection; vague.

17 THE WITNESS: No.

18 Q BY MS. JACKSON: Have you ever been present
19 when decisions were made about firing anyone at Nike?

20 A Not about the actual decision being made. But 06:32PM
21 I was aware that they were pushing out -- no. No, I
22 wasn't.

23 Q Have you been present at any meetings where
24 discussions of employees' discipline or demotion were
25 brought up? 06:32PM

CERTIFICATE OF CERTIFIED SHORTHAND REPORTER

I, Rochelle Holmes, the undersigned, a Certified Shorthand Reporter of the State of California, do hereby certify:

That the foregoing proceedings were taken before me via videoconference; that any witnesses in the foregoing proceedings, prior to testifying, were administered an oath; that a record of the proceedings was made by me using machine shorthand which was thereafter transcribed under my direction; that the foregoing transcript is a true record of the testimony given.

Further, that if the foregoing pertains to the original transcript of a deposition in a Federal Case, before completion of the proceedings, review of the transcript [] was [X] was not requested.

I further certify I am neither financially interested in the action nor a relative or employee of any attorney or any party to this action.

IN WITNESS WHEREOF, I have this date subscribed my name.

Dated: December 18, 2020

A handwritten signature in cursive script that reads "Rochelle Holmes". The signature is written in black ink and is positioned above a horizontal line.

Rochelle Holmes

CSR No. 9482, CCRR No. 0123